

Civil Servants' Gender Mainstreaming Training Program

Executive Yuan, 7 February 2018

Amendment made in Gender Equality No. 1070163622

- A. In order to fulfill the promotion of gender mainstreaming in the public sectors, and cultivate civil servants' gender sensitivity, this program is developed in a way that gender perspectives shall be incorporated when various policies and laws are planned or reviewed in pursuit of gender equality.
- B. The Executive Yuan and its affiliated agencies, municipalities, county and city governments (referred to as the competent authorities) shall incorporate gender mainstreaming training (referred to as the Training) into the implementation of annual training program.
- C. The targeted participants of this program are the civil servants from the competent authorities and their affiliated schools (referred to as the authorities). They are categorized as:
- (1) Political appointees
 - (2) General civil servants:
 1. Legally appointed or contracted paid full-time personnel
 2. Legally recruited, hired or employed personnel
 3. Personnel passing civil service examination
- For personnel of state-owned enterprises and teachers of public schools, the competent authorities shall conduct the training with reference to the program on their own.
- D. The authorities shall evaluate the needs of their personnel, design and plan the courses that arouse their learning interest. The courses shall include gender and the operation conducted, and provide learning feedback.
- E. The Training carried out by the authorities may vary depending on the actual needs in the following ways:
- (1) Exclusive program: organize a program exclusive for the Training
 - (2) Joint program: include the Training in other training courses
 - (3) E-learning: utilize the e-learning courses of the Training developed by the authorities or training agencies
 - (4) Keynote speech: deliver speeches or workshops related to the Training on events such as an assembly
 - (5) Group discussion: discuss relevant issues of the Training in diverse ways, such as a seminar, film analysis, a case study workshop, an exchange meeting, an assembly, a club or a study group.
- F. Courses and Lecturers:
- (1) The Training courses are divided into fundamental and advanced classes. The purpose of the fundamental class is to equip civil servant with the basic concept of gender mainstreaming. The purpose of the advanced class is to combine the concept, goals and operation framework of gender mainstreaming. The curriculum is shown in the below matrix.
 - (2) The units of the Training courses, list of lecturers, and good gender equality reference materials are uploaded on relevant websites, such as Gender Equality Committee, Executive Yuan, Lifelong Learning Portal for Civil Servants, and World Wide Web of Gender Equality, Ministry of Education.

G. The authorities shall organize different kinds of training method based on different targets:

(1) Political appointees shall receive training (including the gender courses included in all kinds of meetings) or participate in meetings related to gender equality every year.

(2) General civil servants shall receive training for more than two hours every year. Those who attended fundamental class shall receive training in advanced class.

(3) General civil servants who carry out relevant operations of gender equality shall receive training in advanced class for more than 6 hours every year.

The Training may be held by the authorities on their own as well as the Executive Yuan, Civil Service Development Institute, and other agencies to facilitate promotion.

H. Methods of control and examination is as follows:

(1) The performance of the Training held by the competent authorities would be considered in the counseling and appraisal.

(2) The competent authorities shall compile the result of the Training for the first half of the year by end of January every year, and submit it to the Executive Yuan.

I. The authorities' budget required for organizing the Training may be allocated from the relevant annual budget

J. Relevant courses run by the authorities are open for the following personnel's participation:

(1) Gender Equality Committee under municipalities, country and city governments, Committee of Female Rights Promotion, Committee of Women's Rights Promotion, Gender Equality Education Committee, Review Committee of Discrimination in Employment or relevant personnel.

(2) Directors, supervisors or primary management personnel of groups related to women or gender from the civil society.

(3) Members from the civil society of the Gender Equality Task Forces of the competent authorities.

Appendix: Matrix of Fundamental and Advanced Classes for Gender Mainstreaming

Classes	Outline	Content
Fundamental	Introduction of Gender Equality Policies	Introduction of Gender Equality Policy Guidelines
		History and overall structure of gender mainstreaming (on international and domestic performance)
	The General Theory of Gender Awareness	Development of gender equality of our country (including laws, customs, concept evolution, and current problems)
		History of feminist movement
Introduction of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)	International background, provisions, and general recommendations of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)	
Advanced	Gender Mainstreaming Tools and Practices	Gender statistics
		Gender analysis
		Gender budget
		Gender impact assessment (including practices)
		Gender-related policy planning (including budget review, promotion of research and development, coordination and policy promotion, publication, talent cultivation, gender statistics analysis and data application)
		Authority, policy-making, and influence
	Project Studies of All Fields in Gender Equality Policy Guidelines	Employment, economy, and welfare
		Population, marriage, and family
		Education, culture, and media
		Personal safety and judicial
		Health, medicine, and care
		Environment, energy, and technology
	Practices and case studies of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)	Meaning of direct or indirect discrimination and virtual equality
Legal review of cases		
Temporary special measures and case discussion		

Remark:

Depending on the nature of operations, and the focuses of the implementation plan of gender mainstreaming promotion in each fiscal year, the authorities shall organize the content of fundamental and advanced courses with reference to the matrix of course outlines.